

YMCA DOWNSLINK GROUP

Gender Pay Gap Report 2023

Introduction

UK employers with more than 250 staff are legally required to publish the difference between the pay and bonuses awarded to male and female staff. This is called the gender pay gap.

It measures the difference between the average earnings of all men and women, irrespective of their role, and shows the difference between the average (mean or median) earnings of both. This is part of a national focus by the government to ensure fairness and equity amongst employees to ensure the same career progression and earning potential is offered.

The data used for this report is for all contracted employees of YMCA DownsLink Group as of 5 April 2023.

Gender Pay Gap Report YMCA DownsLink Group				
Reference Date	05-Apr-2023			
Report Type	Snapshot			
Total Employees	Male	Female	Total	
	95	266	361	
Pay	Male	Female	Difference	
Mean	15.25	16.67	(9.31)%	
Median	13.66	14.77	(8.09)%	
Pay	Male	Female	Male	Female
Upper (75-100%)	17	71	19%	81%
Upper Middle (50-75%)	16	73	18%	82%
Lower Middle (25-50%)	31	58	35%	65%
Lower (0-25%)	31	58	35%	65%
	95	260		

Hourly pay gap

At the time of reporting:

- women occupied 81% of the highest paid jobs and 65% of the lowest
- women earn £1.08 for every £1 that men earn when comparing median hourly pay.

Women's MEDIAN hourly pay is 8.1% higher than men's.

This is the *middle value* of our pay and is calculated by ordering salaries of male and female employees from highest to lowest and identifying the middle number.

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Women's mean hourly pay is 9.3% higher than men's.

This is the *average* pay awarded to male and female employees and is calculated by adding up all salaries and dividing the figure by the number of employees.

Bonus pay gap

No bonuses were paid.

Summary

In the UK between 2013 and 2023 the long-term trend is going downwards showing more balance, and that the gap is closing.

We are commitment to fair compensation practices ensures that all staff, regardless of gender, receive equitable pay for similar roles and responsibilities.

Our transparent approach to reporting the gender pay gap fosters accountability around gender equality at all levels of the organisation.

We remain dedicated to ongoing initiatives that create an inclusive work environment for all staff. In 2024 we are committed to also publishing our first ethnicity pay gap report.

April 2024